

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**Veterans Health Administration**

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Number of Complaints Filed in FY 1614.704(a)	2036	2041	1768	1848	2111	552
Number of Complainants 1614.704(b)	1893	1881	1672	1736	2013	548
Repeat Filers 1614.704(c)	123	138	87	101	93	3

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Race	740	743	626	678	784	192
Color	55	63	44	92	101	24
Religion	51	77	68	50	69	15
Reprisal	756	799	763	799	903	224
Sex	501	534	455	494	618	142
National Origin	169	192	148	141	169	42
Equal Pay Act	6	9	9	20	15	5
Age	494	493	431	445	503	139
Disability	539	547	471	506	642	175
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Appointment/Hire	97	98	53	52	71	8
Assignment of Duties	113	117	85	113	216	47
Awards	12	17	13	20	12	1
Conversion to Full-time	1	1	0	2	1	0
<b>Disciplinary Action</b>	<b>292</b>	<b>363</b>	<b>258</b>	<b>290</b>	<b>354</b>	<b>90</b>
Demotion	12	20	11	14	13	3
Reprimand	47	54	48	49	50	12
Suspension	87	112	85	77	115	17
Removal	57	55	36	45	36	10
Other	89	122	78	105	140	48
Duty Hours	29	48	45	49	89	20
Evaluation Appraisal	151	158	139	133	198	39
Examination/Test	0	1	0	1	2	2
<b>Harassment</b>	<b>945</b>	<b>1035</b>	<b>930</b>	<b>1013</b>	<b>1253</b>	<b>311</b>
Non-Sexual	873	980	862	941	1166	296
Sexual	72	55	68	72	87	15
Medical Examination	6	9	6	7	8	0
Pay (Including Overtime)	89	66	86	125	130	31
Promotion/Non-Selection	321	359	293	327	331	93
<b>Reassignment</b>	<b>74</b>	<b>74</b>	<b>70</b>	<b>68</b>	<b>91</b>	<b>21</b>
Denied				10	26	2
Directed				58	65	19
Reasonable Accommodation	130	134	140	174	247	58
Reinstatement	1	0	0	0	0	1
Retirement	24	21	22	18	32	14
Termination	178	149	111	132	159	40
Terms/Conditions of Employment	41	45	26	31	45	4
Time and Attendance	136	149	130	161	243	59
Training	58	62	43	49	77	18
Other	267	280	202	233	271	87

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	2016	
		2011		2012		2013		2014		2015			
All complaints pending in Investigative Stage	1614.704	489	115.4	664	124.9	715	156.4	545	121.6	825	140.1	795	147.5
All complaints pending in Final Agency Action Stage	(f) (1)	270	503.4	243	513.5	182	532.1	262	486.7	180	657.7	229	612.4
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	259	473.6	234	494.1	172	511.3	251	478.4	172	644.9	219	591.1
Time in Investigation Stage		259	180.6	234	169.4	172	208.2	251	202.2	172	195.1	219	205.2
Time to issue Final Agency Action		409	*124	464	*179	455	126	413	136	592	140	88	126
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1234	595.8	1311	625.8	1482	716.9	1912	728.2	2077	838.2	2163	857.7
Time in Investigation Stage		1234	183.9	1311	184.3	1482	202.2	1912	205.8	2077	204.4	2163	206.3
Time to issue Final Agency Action		393	15	362	12	286	14	250	17	240	10	73	8

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data</b>					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2016
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	489	368	296	246	253	86
Average days pending prior to dismissal	48.22	57.2	59.8	56.7	52.4	52.6

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2016
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	180	193	58	155	129	24

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	31	100%	33	100%	31	100%	26	100%	27	100%	7	100%
Without Hearing 704(h)(2)	10	32%	11	33%	18	59%	13	50%	18	67%	5	71%
With Hearing 704(h)(3)	21	68%	22	67%	13	41%	13	50%	9	33%	2	28%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	31	100%	33	100%	31	100%	26	100%	27	100%	7	100%
Race	3	10%	2	6%	4	13%	6	23%	6	22%	1	14%
Color			1	3%			1	4%				
Religion	1	3%			1	3%			1	4%		
Reprisal	14	45%	15	45%	11	34%	12	46%	13	48%	3	43%
Sex	5	16%	8	24%	7	22%	5	19%	5	19%	4	57%
National Origin					1	3%	1	4%	1	4%		
Equal Pay Act												
Age	2	6%	3	9%	1	3%			2	7%		
Disability	11	35%	13	39%	8	25%	10	38%	6	22%	1	14%
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	21	68%	22	67%	13	41%	13	100%	9	100%	2	100%
Race	3	100%	1	50%	2	50%	3	23%	5	56%	1	50%
Color			1	100%			1	8%				
Religion												
Reprisal	11	79%	11	73%	3	30%	5	38%	7	78%	2	100%
Sex	4	80%	5	63%	5	63%	3	23%	2	22%	1	50%
National Origin					1	50%						
Equal Pay Act												
Age	2	100%	2	67%	1	100%	1	8%	2	22%	1	50%
Disability	4	36%	9	69%	2	22%	6	46%	2	22%		



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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	31	100%	33	100%	31	100%	26	100%	27	100%	7	100%
Appointment/Hire			2	6%	1	3%						
Assignment of Duties	2	6%	1	3%					2	7%		
Awards	1	3%	1	3%			1	4%				
Conversion to Full-time	1	3%							1	4%		
Disciplinary Action					2	6%						
Demotion	1	3%							1	4%		
Reprimand			2	6%	1	3%			3	11%		
Suspension	5	16%							1	4%		
Removal			1	3%	1	3%	1	4%				
Other	1	3%	1	3%					1	4%		
Duty Hours			2	6%	1	3%	1	4%	2	7%		
Evaluation Appraisal	2	6%			1	3%	1	4%	6	22%		
Examination/Test												
Harassment					12	38%	7	27%	10	37%	5	71%
Non-Sexual	3	10%	5	15%	6	19%	7	27%	8	30%	2	28%
Sexual	3	10%	4	12%	6	19%	2	8%	2	7%	4	57%
Medical Examination	2	6%	1	3%								
Pay (Including Overtime)	1	3%			2	6%			3	11%		
Promotion/Non-Selection	5	16%	6	18%	3	9%	2	8%	2	7%		
Reassignment					1	3%						
Denied									1	4%		
Directed			2	6%	1	3%	3	12%	1	4%	1	14%
Reasonable Accommodation	8	26%	6	18%	9	28%	8	31%	3	11%		
Reinstatement												
Retirement												
Termination	3	10%	2	6%	2	6%	3	12%	2	7%	2	28%
Terms/Conditions of Employment									2	7%		
Time and Attendance	2	6%	2	6%			1	4%	1	4%		
Training												
Other	4	13%	5	15%	3	9%	6	23%	2	7%	1	14%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	21	68%	22	67%	13	41%	13	100%	9	100%	2	100%
Appointment/Hire					1	100%						
Assignment of Duties	1	50%	1	100%					2	22%		
Awards	1	100%	1	100%			1	8%				
Conversion to Full-time	1	100%										
Disciplinary Action					2	100%						
Demotion	1	100%				100%						
Reprimand												
Suspension	4	80%			1	100%			1	11%		
Removal			1	100%	1	100%						
Other									1	11%		
Duty Hours					1	100%	1	8%	1	11%		
Evaluation Appraisal	2	100%	2	100%			1	8%	5	56%		
Examination/Test												
Harassment					5	42%			5	56%		
Non-Sexual	2	67%	4	80%	2	33%	4	31%	5	56%	2	100%
Sexual	2	67%	2	50%	3	50%					1	50%
Medical Examination	1	50%	1	100%								
Pay (Including Overtime)					2	100%			1	11%		
Promotion/Non-Selection	5	100%	5	83%	3	100%	1	8%	1	11%		
Reassignment												
Denied												
Directed			1	50%			1	8%	1	11%	1	50%
Reasonable Accommodation	3	38%	3	50%	1	11%	6	46%	1	11%		
Reinstatement												
Retirement												
Termination	2	67%	1	50%	1	50%	1	8%			1	50%
Terms/Conditions of Employment									2	22%		
Time and Attendance	2	100%					1	8%				
Training												
Other	2	50%	3	60%	1	33%						

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	31	100%	33	100%	31	100%	26	100%	27	100%	7	100%
Findings Without Hearing 704(k)(2)	10	32%	11	33%	18	59%	13	100%	18	100%	5	100%
Appointment/Hire			2	100%								
Assignment of Duties	1	50%			1	100%						
Awards												
Conversion to Full-time									1	6%		
Disciplinary Action												
Demotion									1	6%		
Reprimand									2	11%		
Suspension	1	20%										
Removal							1	8%				
Other			1	100%								
Duty Hours									1	6%		
Evaluation Appraisal					1	100%						
Examination/Test												
Harassment					7	58%					3	60%
Non-Sexual	1	33%	1	20%	4	67%	3	23%	3	17%		
Sexual	1	33%	2	50%	3	50%	2	15%	2	11%	3	60%
Medical Examination	1	50%										
Pay (Including Overtime)	1	100%							2	11%		
Promotion/Non-Selection			1	17%			1	8%	1	6%		
Reassignment					1	100%						
Denied									1	6%		
Directed			1	50%	1	100%	2	15%				
Reasonable Accommodation	5	63%	3	50%	8	89%	2	15%	2	11%		
Reinstatement												
Retirement												
Termination	1	33%	1	50%	1	50%	2	15%	2	11%	1	20%
Terms/Conditions of Employment												
Time and Attendance									1	6%		
Training												
Other	2	50%	2	40%	2	67%	6	46%	2	11%	1	20%

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years 704(l)(1)	1033	1139	1395	1695	2089	
Total Complainants 704(l)(2)	925	1017	1228	1485	1802	
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	2	7	2	8	5	
ROI issued, pending Complainant's action	5	9	6	6	10	
Hearing	812	904	1189	1454	1688	
Final Agency Action	134	111	94	125	111	
Appeal with EEOC Office of Federal Operations	80	108	103	102	275	

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Number Pending Completion of Investigation	490	665	714	545	825	
Pending Investigations Over Required Time Frames	15	42	151	28	94	